

STATE OF WISCONSIN  
BEFORE THE BARBERING AND COSMETOLOGY EXAMINING BOARD

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IN THE MATTER OF THE DISCIPLINARY  
PROCEEDINGS AGAINST

PAULA L. KABARA,  
D/B/A DE INTEGRO SALONS & SPA  
RESPONDENTS.

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FINAL DECISION AND ORDER  
  
LS9904056BAC  
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**Division of Enforcement Case No. 97 BAC 091**

The parties to this action for the purposes of section 227.53 of the Wisconsin statutes are:

Paula L. Kabara  
De Integro Salons & Spa  
4160 N. Calhoun Rd.  
Brookfield, WI 53005

Barbering and Cosmetology Examining Board  
P.O. Box 8935  
Madison, WI 53708-8935

Department of Regulation and Licensing  
Division of Enforcement  
P.O. Box 8935  
Madison, WI 53708-8935

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final decision of this matter, subject to the approval of the Board. The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following:

**FINDINGS OF FACT**

1. Paula L. Kabara (DOB 07-04-69), 2333 N. 59th St., Milwaukee, WI 53210, is duly licensed as a barbering and cosmetology manager in the state of Wisconsin (license #25904). This license was first granted on November 18, 1994.

2. De Integro Salons & Spa, 5500 W. Capitol Ct., Milwaukee, WI 53216, is duly licensed as a barbering and cosmetology establishment in the state of Wisconsin (license #23151). This license was first granted on December 13, 1993. Paula L. Kabara is listed with the Department of Regulation and Licensing as the owner and manager of De Integro Salons & Spa. As owner and manager, Ms. Kabara was and is at all times relevant to this action responsible for compliance with ch. 454, Stats. and Wisconsin Administrative Code chs. BC 2, 3 and 4.

3. On exact dates unknown, but beginning at least in November 1996 and continuing on through at least June, 1997, Christine Kempter rented a chair at De Integro Salons & Spa. At no time relevant to this action did Ms. Kempter hold a barbering and cosmetology establishment license for the chair she was renting from De Integro Salons & Spa.

4. On exact dates unknown, but beginning at least in April 1997 and continuing on through at least July 1997, Jeanne Garcia rented a chair at De Integro Salons & Spa. At no time relevant to this action did Ms. Garcia hold a barbering and cosmetology establishment license for the chair she was renting from De Integro Salons & Spa.

5. On exact dates unknown, but beginning at least in April 1997 and continuing on through at least May 6, 1997, Kathleen Kalis rented a chair at De Integro Salons & Spa. At no time relevant to this action did Ms. Kalis hold a barbering and cosmetology establishment license for the chair she was renting from De Integro Salons & Spa.

6. On exact dates unknown, but beginning at least in April 1997 and continuing on through at least May 22, 1997, Dawn D. Lietzau rented a chair at De Integro Salons & Spa. At no time relevant to this action did Ms. Lietzau hold a barbering and cosmetology establishment license for the chair she was renting from De Integro Salons & Spa.

7. In resolution of this matter, Ms. Kabara consents to the entry of the following Conclusions of Law and Order.

### **CONCLUSIONS OF LAW**

By the conduct referred to in ¶¶ 3-6, above, Paula L. Kabara, d/b/a De Integro Salons & Spa, violated sec. 454.15, Stats. and Wis. Admin. Code §§ BC 2.04 and BC 2.06.

### **ORDER**

NOW, THEREFORE, **IT IS HEREBY ORDERED** that Paula L. Kabara, d/b/a De Integro Salons & Spa, shall pay to the Department of Regulation and Licensing a forfeiture of EIGHT HUNDRED dollars (\$800.00).

Payment shall be submitted as follows:

\$100.00 due on or before April 15, 1999;  
\$100.00 due on or before May 15, 1999;  
\$100.00 due on or before June 15, 1999;  
\$100.00 due on or before July 15, 1999;  
\$100.00 due on or before August 15, 1999;  
\$100.00 due on or before September 15, 1999;  
\$100.00 due on or before October 15, 1999; and  
\$100.00 due on or before November 15, 1999.

Payments shall be made by *certified check or money order*, payable to the Wisconsin Department of Regulation and Licensing and sent to:

Department Monitor  
Division of Enforcement  
PO Box 8935  
Madison, WI 53708-8935

**IT IS FURTHER ORDERED** that in the event Paula L. Kabara, d/b/a De Integro Salons & Spa, fails to timely submit payment of the forfeiture as set forth above, the establishment license of De Integro Salons & Spa (#23151) **SHALL BE SUSPENDED**, without further notice or hearing, until Respondents have complied with the terms of this Order.

This Order shall become effective upon the date of its signing.

BARBERING AND COSMETOLOGY EXAMINING BOARD

By: John Fahey  
A member of the Board

April 5, 1999  
Date